



MEDIA INFORMATION

For immediate release

JTI awarded Philippine Top Employer for the 3rd consecutive year

Recognition of JTI Philippines' continued commitment to employees across the country

Manila, February 21, 2024 – JTI has been certified Top Employer in the Philippines for the third year in a row. The award acknowledges JTI's continuing commitment to creating a great place to work for its diverse workforce located across 3 entities in the country.

"The certification by Top Employers Institute cements JTI's reputation in the Philippines as an employer that puts our people first. It recognizes that our people are at the heart of everything we do and shows the progress we continue to make in improving our work environment, caring about the wellbeing of our employees, as well as our focus on diversity, equity, and inclusion. Being awarded Top Employer three years in a row demonstrates to both our current and future employees that JTI is a great place to work. This certification is a key component in attracting and retaining talent," said Ari Wisnubroto, People & Culture Director, JTI Philippines.

JTI is one of only 12 companies to be honored with the Top Employer award in the Philippines.

JTI ensures that its employees and their families have the best-in-class support thanks to the likes of its progressive family leave policy, enabling eligible employees across the country to benefit from 20 weeks fully paid leave when welcoming a child, regardless of their gender, sexual orientation or the way they become parents. JTI has also implemented flexible working measures as well as providing notable support to various underrepresented groups, including, but not limited to, supporting women in leadership roles and LGBTQ+ communities.

JTI in the Philippines also achieved the highest scores possible for the likes of people strategy, leadership, work environment, purpose and values, ethics and integrity, and sustainability, among others.

"While we are very pleased to have received the Top Employer certification for the third consecutive year, we are even more delighted that the various initiatives we have put in place in

the Philippines have helped improve our employees' wellbeing, job satisfaction and opportunities to continue to develop their careers," Wisnubroto added. "In a country where we have grown significantly in recent years, it is crucial that we strive to be the best we can be for our people and continue to nurture our talent at all levels of the organization for sustained business growth."

For JTI in the Philippines, this Top Employer 2024 certification is just the latest addition to a list of awards recognizing its people practices and commitment to employee wellbeing in the country. In 2023, for example, JTI received EY's Global Equality Standard (GES) for equality, diversity and inclusion excellence, and was the first company in the Philippines to receive such an accreditation.

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About JTI in the Philippines:

JTI in the Philippines is a global tobacco company with close to 40 branch offices across the country. It is the distributor of international brands Winston, Camel and Mevius, and local brands Mighty and Marvels. New to its Philippine portfolio is its smoke-free, vapor-free nicotine product, Nordic Spirit, which is a leading brand of nicotine pouches. With its market headquarters and a global business services center in Taguig City alongside its manufacturing facility in Malvar, Batangas, the company employs more than 4,500 people and has been awarded Top Employer for the third consecutive year. Furthermore, the company is now in receipt of EY's Global Equality Standard (GES) certificate for equality, diversity and inclusion excellence. For more information, visit www.jti.com/asia/philippines.

About JTI:

JTI is a leading international tobacco and vaping company selling its products in more than 130 countries. It is the global owner of both Winston, the number two cigarette brand in the world, and Camel, outside the USA. Other global brands include MEVIUS and LD. JTI is also a major player in the international vaping market with its heated tobacco brand, Ploom, and e-cigarette brand, Logic. Headquartered in Geneva, Switzerland, the Company employs about 46,000 people and was awarded Global Top Employer for the tenth consecutive year in 2024. JTI is a member of the JT Group of Companies. For more information, visit www.jti.com.

About Top Employers Institute:

Top Employers Institute is the global authority on recognising excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Programme, participating companies can be validated, certified, and recognised as an employer of choice. In 2024, Top Employers Institute has certified more than 2,300 organisations in 122 countries/regions. These certified Top Employers positively impact the lives of over 9 million employees globally.